



## II-006 Teacher (Staff) Evaluation and Development

### Course-Embedded Internship Log - 2

Course Number: <i>EDLD 5345: Human Resource Management</i>	Place of Activity  Central Elementary	Time Spent on Activity <i>2 hours</i>
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Description of the Activity	<i>Students conduct an interview with an administrator at their school regarding strategies for recruiting and retaining high-quality teachers and administrators.</i>
Personal Reflection/Learning: Focus reflection on the leadership skill. (Minimum of 150 Words)	<p>During my interview, I learned that teacher recruitment had an integral role in teacher retention. My principal said, "When I recruit someone I evaluate their ability to be a team player and their willingness to go the extra 10%. If you recruit people with those qualities, they usually positively affect the climate and culture of the school." My principal also explained how school culture and climate affects the administrator's ability to retain teachers.</p> <p>He explained how administrators sometimes have their hands-tied when the District has a Reduction in Force (RIF). During a RIF, my principal lost 13 Highly Qualified teachers due to 13 other teachers in the District having higher District seniority. His 13 teachers lost their jobs and the RIF negatively affected the school climate and culture for a few years. He stated, "Out of the 13 teachers placed on my campus, if given a chance to recruit them; I would only have hired 4 of them."</p> <p>I learned that recruiting high-quality teachers positively affected the school climate and culture. When a campus has a good climate, retention of staff is almost a non-issue. High-quality teachers will allow your campus to excel in many areas. In order to recruit and retain the highly-qualified teachers, the principal must be supportive and demonstrate professionalism.</p> <p>I learned that I should focus on a potential employee's certification versatility, leadership skills, and problem solving skills in reference to lack of parent support. My principal stated, "A teacher who can imagine they're the only educational lifeline for a student, will go the extra 10%. The teacher will be less likely to put the blame on the parent and more likely to come up with solutions to the problem."</p> <p>I also learned that I should avoid hiring and retaining people that strongly rely on the "fight" and "flight" reactions. Teachers who have the "fix" attitude will help maintain a friendly, safe, well-rounded campus.</p>